

# • 5 MYTHS •

## about autistic employees debunked

Myth 1:  
**AN AUTISTIC  
EMPLOYEE CANNOT  
FUNCTION IN A  
TEAM.**

Some autistic individuals work well and like to work in a team, while it requires a lot of energy for others. A lot depends on the dynamics of the work team.

Chelsy: 'I have always worked in team. We feel and complement each other well.'



Myth 2:  
**AN AUTISTIC EMPLOYEE  
CANNOT WORK IN A  
BUSY AND STRESSFUL  
ENVIRONMENT.**

It takes a lot for some autistic employees to function in a busy environment, while others are not bothered by it.

Evi: 'It's hard to work in a landscape office, but my work is usually done well.'

Myth 3:  
**AN AUTISTIC  
EMPLOYEE PREFERS  
TO WORK IN THE ICT  
SECTOR.**



Myth 4:  
**AN AUTISTIC  
EMPLOYEE IS NOT  
FLEXIBLE.**

There are autistic ICT professionals, but autistic people are (widely) represented in every sector.

Steven: 'Not everyone works in that sector. This is good for other sectors, because an autistic view is often particularly complementary.'

Myth 5:  
**AN AUTISTIC  
EMPLOYEE COSTS  
THE EMPLOYER A  
LOT OF TIME AND  
ENERGY.**

There are also autistic individuals who like change.

Dirk: 'I have surprised several employers with my flexibility and willingness to go the extra mile. But I do sometimes need some time to adjust to transitions.'



When the strengths of an autistic employee are utilised, the employer will gain a lot in return.

Ann: 'Sometimes you need a little more time to grow, but on the other hand you have a much more loyal employee who is not likely to leave quickly.'



Everyone is different.  
Try to keep an open mind and try not to reason or act based on certain prejudices.  
It is important to talk to and listen to each other.  
Ask your colleagues what they need to feel good within their working environment.

Interested in more? Read our article:

<https://awautisme.files.wordpress.com/2022/04/article-5-myths-about-autistic-employees-debunked.pdf>